MARINE CORPS

LOGISTICS COMMAND

WORKFORCE REPORT

MARCH 2006

Prepared by

G-1
Marine Corps Logistics Command
Albany, Georgia

Table of Contents

Letter from the Director.....5

Introduction.....7

Significant Events

A. Workforce Requirements and Resources Integration Tool (WRRIT).....9

B. Executive Deputy Direction.....9

C. Military to Civilian Conversions.....9

D. Regionalization.....10

E. Deployments.....12

F. Commanding General's Strategic Offsite.....12

Marine Corps Logistics Command Workforce Profile

Chart A. Number of Military and Civilians.....15

Civilian Charts

Chart B. Number of General Schedule Civilians.....16

Chart C. Average Grade of General Schedule Employees.....17

Chart D. General Schedule Distribution by Series.....18

Chart E. Number of Federal Wage Civilians.....23

Chart F. Civilians Average Age and Average Length of Service.....27

Chart G. Civilian Retirement Eligibility Prior to End of Calendar Year 2006.....28

Chart H. Civilian Retirement Eligibility Calendar Year 2007 – 2011.....28

Chart I. Retirement Eligibility for Supervisors/Managers Prior to End of Calendar Year 2006.....29

Chart J. Retirement Eligibility for Supervisors/Managers Calendar Years 2007 – 2011.....29

Chart K. Retired Military Employed by LOGCOM.....30

Civilian Tables

Table 1. LOGCOM HQ: General Schedule Grades by Occupation and Series.....19

Table 2. Maintenance Center Albany: General Schedule Grades by Occupation and Series.....21

Table 3. Blount Island Command: General Schedule Grades by Occupation and Series.....22

Table 4. LOGCOM HQ: Federal Wage Non-Supervisory Grades by Occupation and Series.....24

Table 5. LOGCOM HQ: Federal Wage Supervisor/Manager by Occupation and Series.....24

Table 6. Maintenance Center Albany: Federal Wage Non-Supervisory Grades by Occupation and Series.....25

Table 7. Maintenance Center Albany: Federal Wage Supervisor/Manager by Occupation and Series.....26

Military Chart

Chart L. Number of Military Personnel 31

Military Tables

Table 8. LOGCOM Officers Occupational Specialties by Pay Grades.....32

Table 9. LOGCOM Enlisted Occupational Specialties by Pay Grades.....33

Appendix A Executive Deputy Direction Letters

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From: Director

Subj: MARINE CORPS LOGISTICS COMMAND WORKFORCE REPORT

1. The first *Marine Corps Logistics Command Workforce Report* provides a summary of events that have helped shape our workforce and a workforce profile as of March 2006. This information begins to build workforce demographics we need to move forward in investing in human capital/workforce management and development.

2. Our intent is to provide you with information that will be useful as we determine our workforce requirements and resources for today and tomorrow. If there is something missing that you would like to see, please let me know. And, if there is some piece of information you find particularly useful, please let me know that also so that we can expand on it in future reports.

C. A. SUBER

INTRODUCTION

As we began Fiscal Year (FY) 2006, the Marine Corps Logistics Command (LOGCOM) Headquarters faced several workforce management issues:

- We were under-executing our Full Time Equivalents.
- Our Table of Organization (T/O) showed more hardline billets than we were authorized on the Letter of Allowance (LOA).
- We faced reductions in our LOA for FY 2007.
- We had numerous overhire billets on the T/O to satisfy permanent manpower requirements.
- We had identified requirements for additional positions.

A solution to any one of these issues impacts the others.

The G-1 took the first steps in reviewing and monitoring LOGCOM Headquarters' vacant billets by removing billets from the Departments'/Offices' T/Os that were vacant for an extended period of time and placing them in a Command reserve account to be prioritized for future requirements. The G-1 also began to create a timeline to depict the various stages of recruitment. Directors began reducing direct overhire billets by using vacant direct hardline billet authority to offset existing overhires or not filling existing overhires when they became vacant.

Table of Organization maintenance itself had some problems. Various versions of the T/O were being maintained throughout the Command. The G-1, working with the Command, Control, Communications and Computers Department (C4), began the development of an Oracle web based tool to provide the Command with one source of T/O data that can be updated and viewed by each organization. This tool, the Workforce Requirements and Resources Integration Tool (WRRIT), was deployed to LOGCOM Headquarters organizations on 5 April 2006. Further enhancements and deployments are being planned for later this fiscal year.

LOGCOM continued the recruitment process to fill the FY 2005 military to civilian conversions that were not executed during FY 2005. The deadline to have all FY 2005 conversions staffed became a moving target going from 30 September 2005 to December 2005 and then to June 2006. As of December 2005, LOGCOM Headquarters had filled all approved military to civilian

conversions. LOGCOM Headquarters was approved for four conversions for FY 2006; however, those billets were realigned to Marine Corps Logistics Base (MCLB), Albany as part of the regionalization effort. Blount Island Command plans to have all conversion billets filled by June 2006.

The T/O change request (TOCR) that set the stage for billet realignments in support of the regionalization effort to stand up the Marine Corps Installations East and West was submitted to Marine Corps Combat Development Command (Total Force Structure Division) in June 2005. It was approved via a letter dated February 2006.

While LOGCOM has continued to source Individual Augmentees and Liaison Officers, the permanent staffing of our military billets is an on-going effort. Working with LOGCOM organizations, MCLBs Albany and Barstow, Marine Corps Systems Command and Manpower and Reserve Affairs, Marines have been realigned between organizations and Commands to meet mission requirements. LOGCOM's overall staffing numbers meet current military staffing goals; but, the overall breakdown by Military Occupational Specialty (MOS) presents a different picture. LOGCOM is overstaffed in some MOS's and short in others, particularly with Supply Administrators (MOS 3043). The Command is currently 16 Marines below staffing goal for 3043's with the biggest deficiency in the Sergeant ranks. The G-1 works with the military monitors on a continual basis to resolve shortages throughout occupational specialties.

Significant Events

A. Workforce Requirements & Resources Integration Tool (WRRIT)

WRRIT is an Oracle web based tool that allows automated collaboration and enables organizations to manage a database of information that integrates T/O requirements and resources. WRRIT replaces the numerous individual tools used by LOGCOM organizations to manage the local working versions of the T/O with an integrated one-source, one-view T/O for all of LOGCOM. WRRIT allows Command-wide access to up-to-date data and reports. The G-1 began using WRRIT 1 February 2006. Deployment to LOGCOM HQ organizations began 5 April 2006 with further enhancements and deployments being worked for later this fiscal year to include Blount Island Command and Maintenance Centers Albany and Barstow.

WRRIT provides users the ability to:

- update organizational and billet structure
- manage personnel resources
- access essential information quickly and easily
- create accurate, up-to-date reports

B. Executive Deputy Direction

During December 2005, the Executive Deputy issued two letters that established direction for processing selection certificates and reducing direct overhire billets. This guidance remains in effect. The subject letters are as follows and are contained in Appendix A:

- 21 Dec 05 Recruit/Fill Selection Certificates Held Over 30 Days
- 21 Dec 05 Reduction of Direct Funded Overhire Positions

C. Military to Civilian Conversions

As of 30 September 2005, LOGCOM HQ had not filled all of the approved FY 2005 military-civilian conversions. The following chart depicts the status for 30 September 2005 and 31 March 2006.

Organization	Authorized	Filled 30 Sep 05	Filled 31 Mar 06
Office of the Adjutant	1	1	1
SCMC	1	0	1
C4	*10	6	10
P&R Dept	1	1	1
BICmd	18	3	3
Total	31	11	16

* Two of the 12 conversions approved for C4 were realigned to MCLB Albany as part of the Regionalization effort.

Four billets were approved for Fiscal Year 2006 conversion in the C4 Department. Those billets were realigned to MCLB Albany as part of the regionalization effort. At this time, LOGCOM HQ has no approved conversions for Fiscal Year 2006. It is possible that conversions could be assigned to the Command at a later date due to Marine Corps wide conversion efforts.

D. Regionalization

Billet realignments between LOGCOM Headquarters and MCLBs Albany and Barstow were required to position LOGCOM for the 5th Element of the Marine Air-Ground Task Force (MAGTF) Transformation. A LOGCOM Regionalization Operational Planning Team (LR OPT) was established with representatives from across the command to include the Headquarters element, MCLBs Albany and Barstow and Maintenance Centers Albany and Barstow.

The purpose of the OPT was to assess the impact of base regionalization on critical LOGCOM missions and to facilitate coordinated and unified planning for an orderly transition to a regional base structure. The mission of the OPT was to review internal organizational roles and responsibilities, identify potential realignment conflict of interests and make recommendations to the Commanding General, LOGCOM.

The following charts detail the actions that were requested through the TOCR process to implement the realignments identified by the LR OPT.

Billets Realigned from LogCom HQ to MCLB Albany	Reason	Ofcr	Enl	Civ	Total Billets
From C4	IT	1	8	12	21
From FSD Albany	Retail Supply	0	0	19	19

Billets Realigned from MCLB Albany to LogCom	Reason	Ofcr	Enl	Civ	Total Billets
From Band	Band	1	50	0	50
From Battalion	Stand up of LogCom HQ Company; decision reversed	0	0	0	0

Billets Realigned from MCLB Barstow to LogCom HQ	Reason	Ofcr	Enl	Civ	Total Billets
MCB chargeable billets	Realign MCB chargeable billets to LOGCOM	5	3	904	912
MCB mob billets	Realign MCB mobilization billets to LOGCOM	0	1	310	311
FSD (less Retail Supply)	Realign FSD Barstow chargeable billets to LOGCOM (SCMC)	4	40	84	128
FSD mob billets	Realign FSD Barstow mobilization billets to LOGCOM (SCMC)	9	313	231	553
Counsel billets	Realign Counsel Office billets to LOGCOM	0	0	3	3
Contracts billets	Realign Contracting billets supporting MCB to LOGCOM	0	0	2	2

Billets Realigned from FSD Barstow To MCB	Reason	Ofcr	Enl	Civ	Total Billets
From Retail Supply	Retail Supply billets were on MCLB Barstow T/O; decision reversed	0	0	0	0
Retail Supply Billets to Remain On MCLB Barstow T/O	**Issue**	**Ofcr**	**Enl**	**Civ**	**Total Billets**
From Retail Supply	Retail Supply billets were on MCLB Barstow T/O	0	0	24	24

Source of Data: T/O Change Requests submitted to Marine Corps Combat and Development Command

E. Deployments

LOGCOM's deployed personnel have included military, civilians and contractors. The purpose of the deployments is to serve as Liaison Officers, support Individual Augmentee requirements and perform work in support of the LOGCOM mission. Over the last several months, the Command averaged approximately 110 personnel, mostly civilians and contractors, deployed in support of current operations.

F. Commanding General's Strategic Offsite

The Commanding General's Strategic Offsite was conducted 22-24 February 2006 and identified five strategic actions required to achieve the Commanding General's intent. One of those actions is to "invest in human capital/workforce management and development" which calls for LOGCOM to improve its existing skill sets or acquire new skill sets that the LOGCOM workforce may not possess today. Several actions were identified to begin this fiscal year and continue into FY 2008 that will focus on identifying those skill sets and implementing a plan to develop them.

Phase I (FY 2006)

- Identify knowledge and skills requirements for how processes contribute to mission accomplishment
- Conduct assessment of:
  - Current lifecycle management skill sets
  - Internal market research skill sets
  - Internal 4PL skill sets

Phase II (FY 2007)

- Develop, implement and conduct education and training on lifecycle management and end-to-end processes
- Develop strategic roadmap for acquiring the lifecycle management skills, market research skills and 4PL skills required
- Execute roadmap

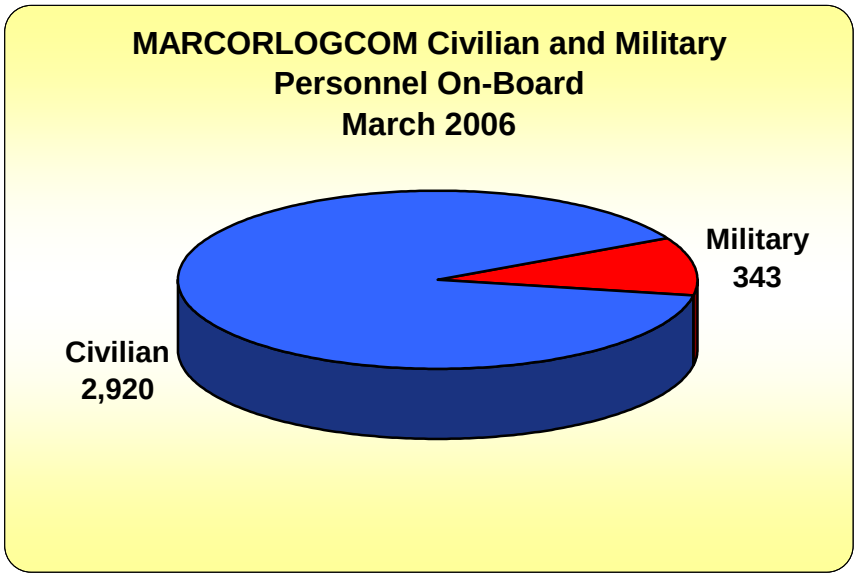
Phase III (FY 2008)

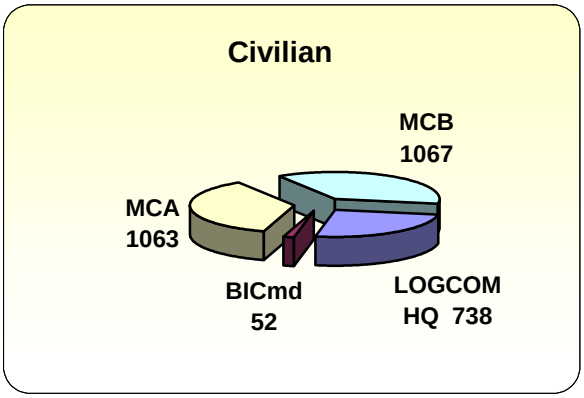
- Refine and sustain lifecycle course

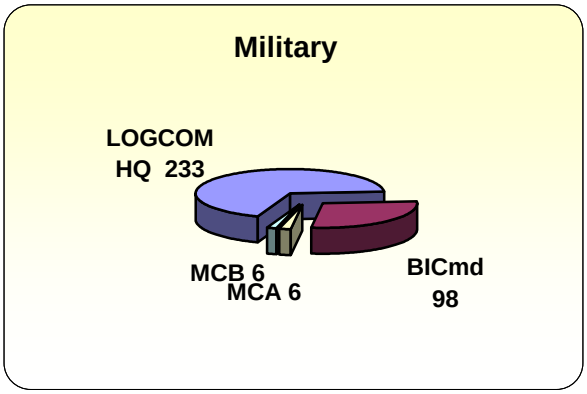
Marine Corps Logistics Command Workforce Profile

This portion of the report provides a snapshot of the workforce profile in terms of size, grade, occupation and other selected demographic characteristics as of March 2006.

Chart A. Number of Military and Civilians





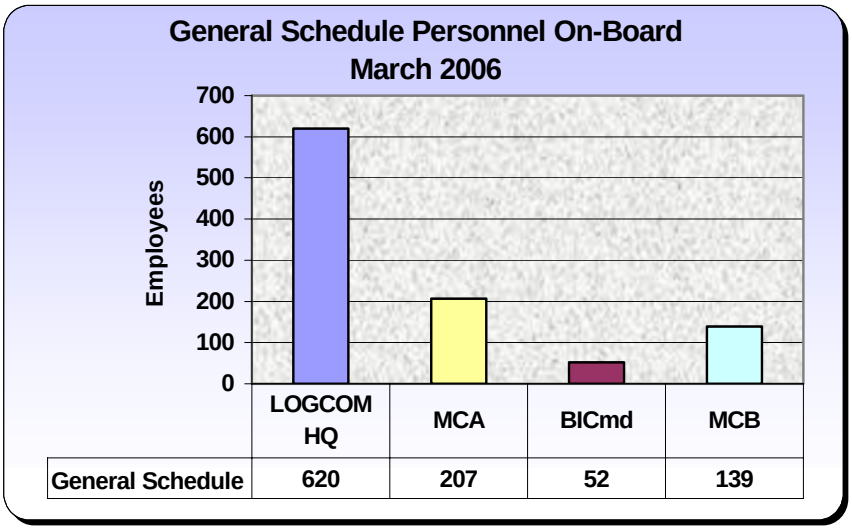


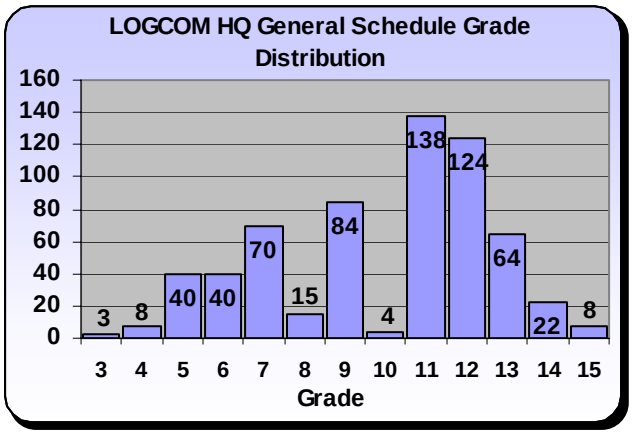
Source of Data: HRSC, SE EEO Alpha Listing March 2006

LOGCOM HQ military and civilian numbers include FSDB.

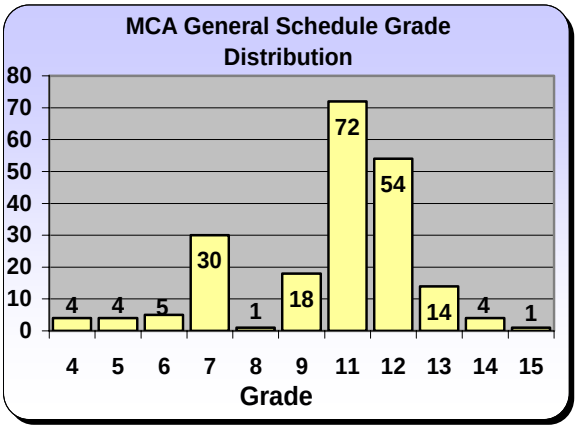
These charts represent the number of on-board employees for LOGCOM as of March 2006. The total of military and civilian personnel is 3,263. The civilian numbers include senior executive service, general schedule, federal wage, permanent, temporary, term, direct and reimbursable employees. The military numbers include authorized and overstaff.

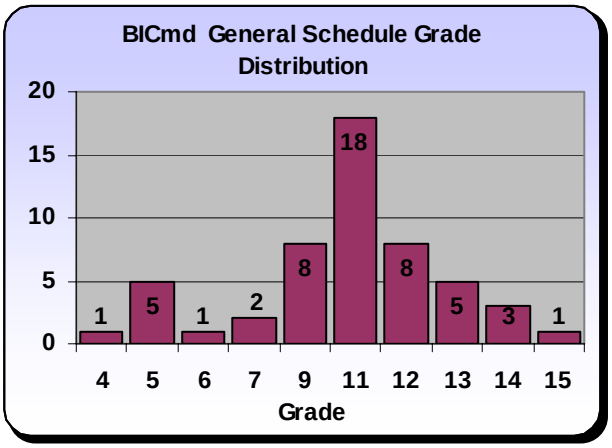
Chart B. Number of General Schedule Civilians

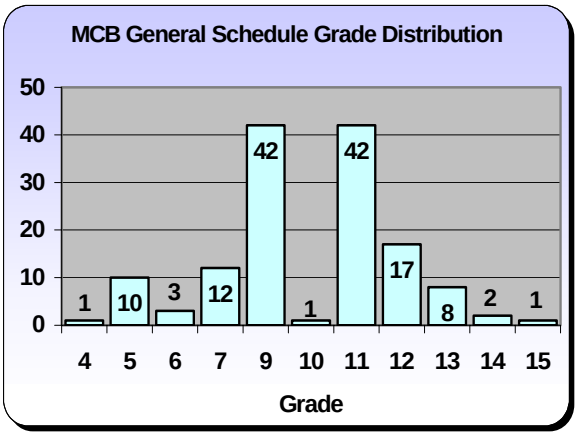




LOGCOM HQ includes FSDB.

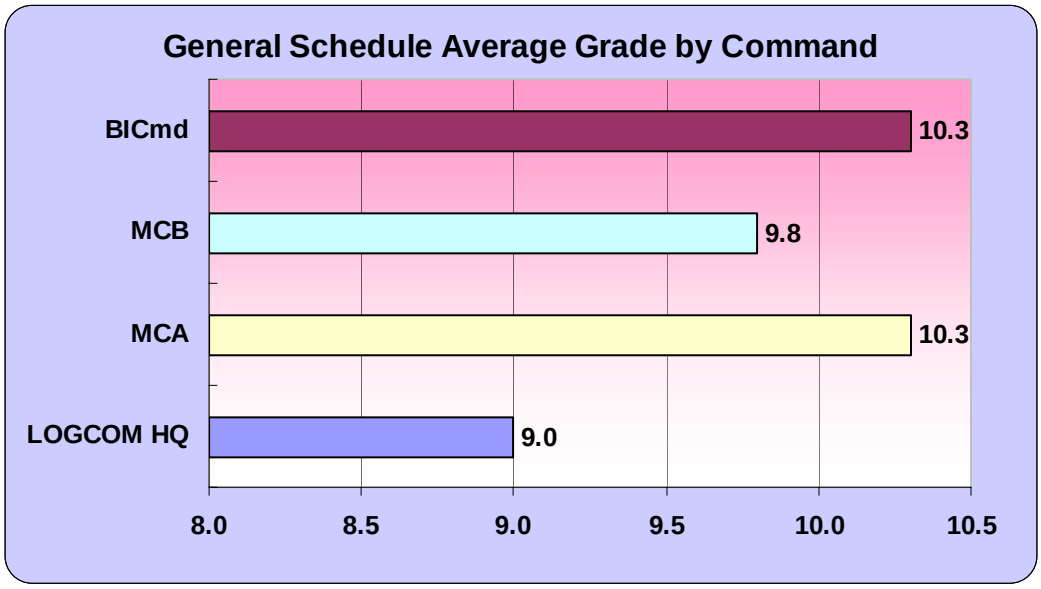






Source of Data: HRSC, SE EEO Alpha Listing March 2006 and FSDB T/O of March 2006

Chart C. Average Grade of General Schedule Employees

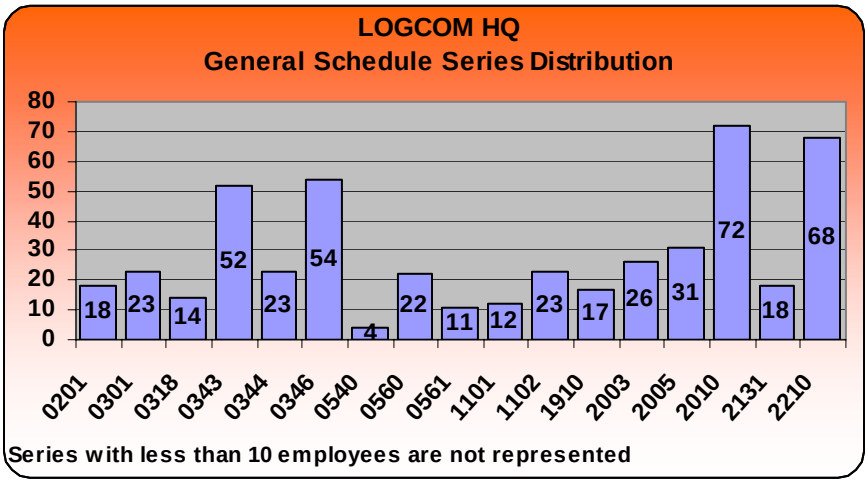


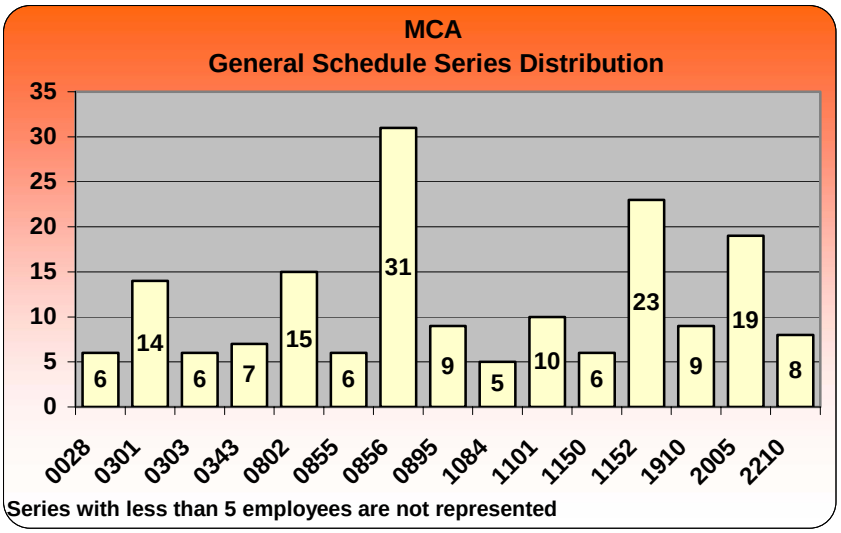
Source of Data: HRSC, SE EEO Alpha Listing March 2006

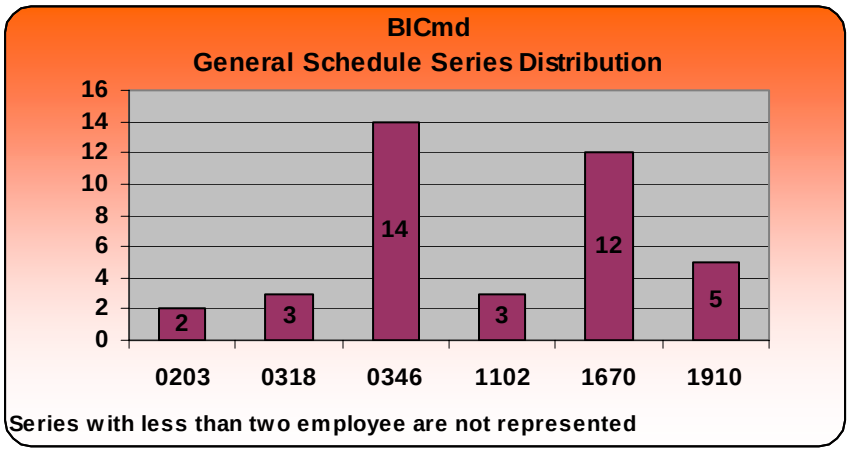
LOGCOM HQ includes FSDB.

The average grade for MARCORLOGCOM is 9.9.

Chart D. General Schedule Distribution by Series







Source of Data: HRSC, SE EEO Alpha Listing March 2006

Table 1: LOGCOM HQ General Schedule Grades by Occupation and Series

		GENERAL SCHEDULE GRADES													
OCCUPATION	SERIES	3	4	5	6	7	8	9	10	11	12	13	14	15	TOTAL
SAFETY & OCCUP HEALTH SPEC	0018							1	1			1			3
ENVIR PROTECTION ASST	0029		1			2									3
SECURITY SPEC	0080						1								1
SECURITY ASST	0086					1									1
HUMAN RESOURCES SPEC	0201							4		8	3	2	1		18
HUMAN RESOURCES ASST	0203				3	1									4
EQUAL EMPLOYMENT SPEC	0260									2	2				4
CONFIG & DATA MGMT SPEC	0301					2		4		5	2	7	3		23
MESSENGER	0302		1												1
OFFICE AID	0303	1		2	1	2									6
MAIL & FILE CLERK	0305	1	1	1											3
SECRETARY	0318			4	3	2	4		1						14
OFFICE AUTOMATION ASST	0326			1	1	1									3
COMPUTER OPERATOR	0332				2										2
COMPUTER ASSISTANT	0335			1		1									2
PROGRAM MANAGER	0340												1		1
ADMIN OFFICER	0341							1							1
MANAGEMENT & PROG ANLST	0343			1				9		17	16	11	1		55
MANAGEMENT ASST	0344			5	5	14									24
LOGISTICS SPEC	0346					2		6		18	6	16	5	1	54
EQUAL OPPORTUNITY ASST	0361				1										1
FINANCIAL OPERATION SPEC	0501								1	2	4				7
FINANCIAL MANAGER	0505													1	1
SUPV STAFF ACCOUNTANT	0510											1			1
ACCOUNTING TECH	0525						4								4
VOUCHER EXAMINER	0540			1	3										4
BUDGET ANALYST	0560							8		5	6	2	2		23
BUDGET TECH	0561			1	3	7									11
LEAD ENGINEERING TECH	0802										1				1
INDUSTRIAL ENGINEER TECH	0895										2				2
INDUSTRIAL ENGINEER	0896											1			1
STUDENT TRAINEE (ENGINEER)	0899	1	1												2
ATTORNEY ADVISER	0905												2	1	3
PARALEGAL SPEC	0950							1							1
LEGAL ASSISTANT	0986					1									1
PROCUREMENT SYS ANALYST	1101					1				5		1	2	3	12
CONTRACT SPEC	1102							1		2	14	4	1	1	23
PURCHASING AGENT	1105			1		4									5
PROCUREMENT TECH	1106			4		1									5
INDUSTRIAL SPEC	1150										9				9
HEALTH PHYSICIST	1306									1	1	1			3
OP RESEARCH ANALYST	1515											3	1		4

		GENERAL SCHEDULE GRADES													
OCCUPATION	**SERIES**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12**	**13**	**14**	**15**	**TOTAL**
TRAINING SPEC	**1712**							**1**		**1**	**1**				**3**
INSPECT & INQUIRIES COORD	**1802**							**1**							**1**
QUALITY ASSURANCE SPEC	**1910**					**2**		**8**		**6**	**4**		**1**		**21**
FUNDS MGMT SPEC	**2001**							**2**			**1**				**3**
SUPPLY MGMT SPEC	**2003**					**2**		**10**		**9**	**5**	**4**			**30**
SUPPLY TECH/SUPPLY CLK	**2005**		**5**	**13**	**18**	**8**									**44**
INVENTORY MGMT SPEC	**2010**					**5**		**18**		**36**	**13**				**72**
SUPV DIST FACIL SPEC	**2030**					**1**		**1**		**2**	**2**	**1**			**7**
PACKAGING SPEC	**2032**										**1**				**1**
SUPV TRANS SPEC	**2101**										**1**				**1**
TRANSPORTATION ASST	**2102**						**1**								**1**
TRANSPORTATION MGMT SPEC	**2130**									**2**					**2**
FREIGHT RATE ASST	**2131**			**4**		**9**	**4**		**1**						**18**
TRANS LOSS&DAMAGE CLAIM EXAM	**2135**						**1**								**1**
INFORMATION TECH SPEC	**2210**							**9**		**17**	**30**	**9**	**2**	**1**	**68**
Total		**3**	**9**	**39**	**40**	**69**	**15**	**85**	**4**	**138**	**124**	**64**	**22**	**8**	**620**

Source of Data: HRSC, SE EEO Alpha Listing March 2006

Table 2: Maintenance Center Albany General Schedule Grades by Occupation and Series

		GENERAL SCHEDULE GRADES												
OCCUPATION	SERIES	04	05	06	07	08	09	10	11	12	13	14	15	TOTAL
SAFETY & OCCUP HEALTH SPEC	0018						1		2					3
ENVIRONMENTAL PROT SPEC	0028						2		4					6
SECURITY GUARD	0085		2											2
PROJECT COORDINATOR	0301									13	1			14
TECH ASST/MGMT ASST	0303			3	3									6
SECRETARY	0318				3	1								4
OFFICE AUTOMATION	0326	1			3									4
COMPUTER ASSISTANT	0335				1									1
PROGRAM MANAGER	0340										1	3		4
PROGRAM ANALYST	0343						2		3	1	1			7
PROGRAM ASSISTANT	0344				2									2
SUPV INDUSTRIAL FUND SPEC	0501									1				1
MECHANICAL ENGINEERING TECH	0802						3		10	2				15
ENGINEERING DRAFTSMAN	0818			2										2
MECHANICAL ENGINEER	0830									2	1			3
ELECTRONICS ENGINEER	0855									5	1			6
ELECTRONICS TECHNICIAN	0856						1		26	4				31
WELDING ENGINEER	0894									1				1
INDUSTRIAL ENGINEERING TECH	0895						3		6					9
SUPV INDUSTRIAL ENGINEER	0896										1			1
STUDENT TRAINEE	0899	1												1
TECHNICAL WRITER EDITOR	1083						1							1
VISUAL INFORMATION SPEC	1084				1		2		2					5
INDUSTRIAL MAINTENANCE SPEC	1101				2		2		2		3	1		10
INDUSTRIAL SPEC	1150						1				5			6
PROD CONTROLLER	1152							9		14				23
CHEMIST	1320									1				1
SUPV TECH INFO SPEC	1412								1					1
INDUSTRIAL OPERATIONS MANAGER	1601												1	1
QUALITY ASSURANCE SPEC	1910								6	3				9
SUPPLY CLERK	2005	2	2		15									19
IT SPEC	2210								1	7				8
Total		4	4	5	30	1	18	9	63	54	14	4	1	207

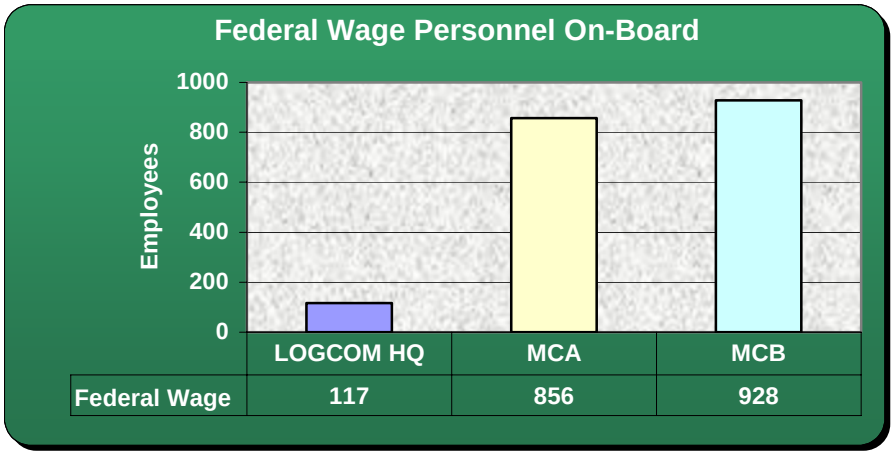
Source of Data: HRSC, SE EEO Alpha Listing March 2006

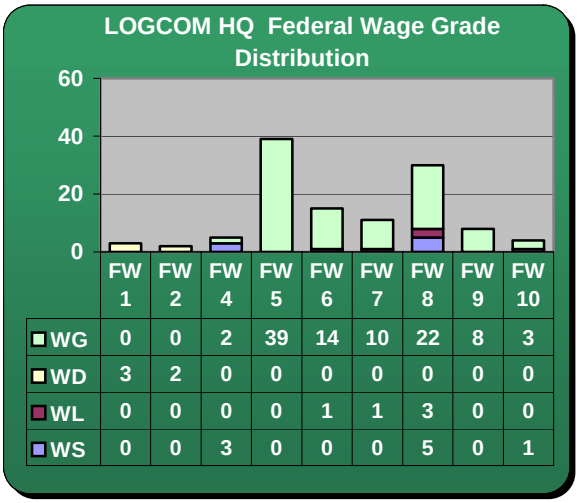
Table 3: Blount Island Command General Schedule Grades by Occupation and Series

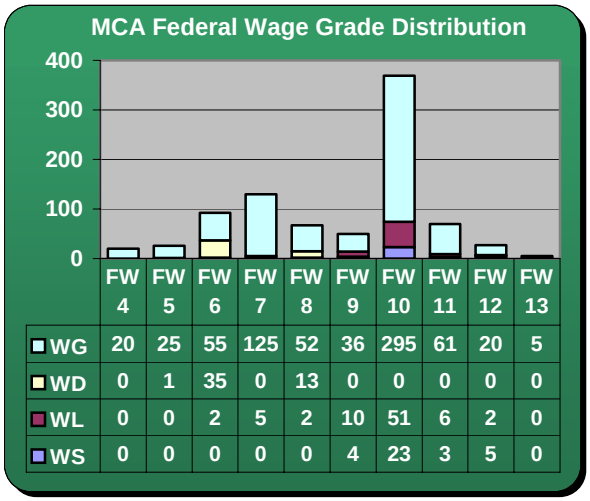
		GENERAL SCHEDULE GRADES												
OCCUPATION	**SERIES**	**04**	**05**	**06**	**07**	**08**	**09**	**10**	**11**	**12**	**13**	**14**	**15**	**TOTAL**
SAFETY & OCCUP HEALTH SPEC	**0018**								**1**					**1**
ENVIRONMENTAL PRO SPEC	**0028**								**1**					**1**
HUMAN RESOURCES ASST	**0203**		**2**											**2**
BUSINESS MANAGER	**0301**										**1**			**1**
SECRETARY	**0318**		**1**	**1**	**1**									**3**
OFFICE AUTOMATION ASST	**0326**		**1**											**1**
LOGISTICS MANAGEMENT SPEC	**0346**								**7**	**4**	**1**	**1**	**1**	**14**
ACCOUNTING TECHNICIAN	**0525**				**1**									**1**
BUDGET ANALYST	**0560**									**1**				**1**
SUPV GENERAL ENGINEER	**0801**											**1**		**1**
ENVIRONMENTAL ENGINEER	**0819**										**1**			**1**
ATTORNEY ADVISER	**0905**											**1**		**1**
CONTRACT SPECIALIST	**1102**						**1**			**1**	**1**			**3**
PROCUREMENT TECHNICIAN	**1106**		**1**											**1**
EQUIPMENT SPECIALIST	**1670**						**5**		**4**	**2**	**1**			**12**
QUALITY ASSURANCE SPEC	**1910**						**2**		**3**					**5**
SUPPLY SUPPORT SPEC	**2001**								**1**					**1**
SUPPLY CLERK	**2005**	**1**												**1**
IT SPEC	**2210**								**1**					**1**
Total		**1**	**5**	**1**	**2**	**0**	**8**	**0**	**18**	**8**	**5**	**3**	**1**	**52**

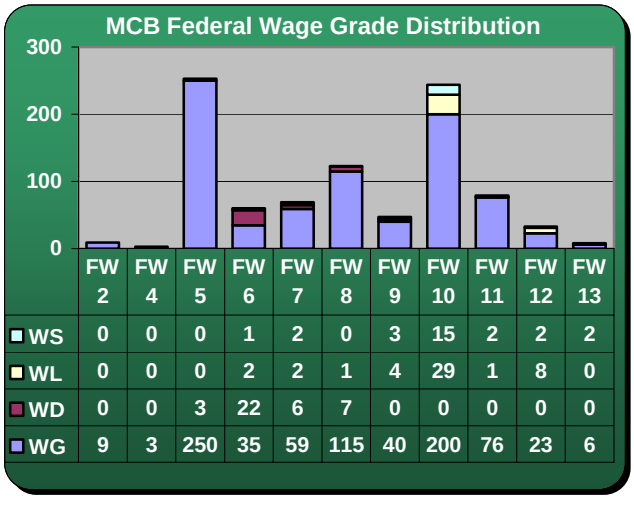
Source of Data: HRSC, SE EEO Alpha Listing March 2006

Chart E. Number of Federal Wage Civilians









Note: *BICmd has no Federal Wage Personnel*

Source of Data: HRSC, SE EEO Alpha Listing March 2006
FSD T/O March 2006
MCB T/O March 2006

Table 4: LOGCOM HQ Federal Wage Non-Supervisory Grades by Occupation and Series

OCCUPATION	SERIES	WD-01	WD-02	WG-04	WG-05	WG-06	WG-07	WG-08	WG-09	WG-10	TOTAL
ASST PROD SHOP PLANNER	7001	1	1				1				3
ASST PROD SHOP PLANNER	7006	2									2
SUPPLY TECH	2005				1						1
LABORER	3502			1							1
WOODWORKER	4604							1			1
FORK LIFT OPERATOR	5704					2					2
TRACTOR OPERATOR	5705					5	1	2			8
MOTOR VEHICLE OPERATOR	5707			1							1
ENGINEERING EQUIP OPERATOR	5716							2			2
HEAVY MOBILE EQUIP	5803							17	8	2	27
SMALL ARMS/ARTILLERY INSPECT	6601									1	1
COMBINED STOCK HANDLER	6901				1						1
TOOLS AND PARTS ATTENDANT	6904					2					2
MATERIALS HANDLER	6907				37						37
MATERIALS EXPEDITER	6910						1				1
MATERIALS EXAMINER & IDENTIFIER	6912						7				7
PACKER	7002					5					5
Total		3	1	2	39	14	10	22	8	3	102

Includes FSDB.

Source of Data: HRSC, SE EEO Alpha Listing March 2006
FSDB T/O March 2006

Table 5: LOGCOM HQ Federal Wage Supervisor/Manager by Occupation and Series

OCCUPATION	SERIES	WL-06	WL-07	WL-08	WS-04	WS-08	WS-10	TOTAL
TRACTOR OPERATOR LEADER	5705			1		1		2
ENGINEERING EQUIP OPER LDR	5716			1				1
MATERIALS EXAM/IDENTIFIER LDR	6912		1					1
SUPPLY TECHICIAN	7001		1					1
PACKER LEADER	7002	1						1
MATERIALS HANDLER SUPV	6907				3			3
ENGINEERING EQUIP OPER SUPV	5716					1		1
HEAVY MOBILE EQUIP SUPV	5803			1		3		4
MATERIALS HANDLER SUPV	6907						1	1
Total		1	2	3	3	5	1	15

Includes FSDB.

Source of Data: HRSC, SE EEO Alpha Listing March 2006
FSDB T/O March 2006

Table 6: Maintenance Center Albany Federal Wage Non-Supervisory Grades by Occupation and Series

OCCUPATION	SERIES	WD-05	WD-06	WD-08	WG-04	WG-05	WG-06	WG-07	WG-08	WG-09	WG-10	WG-11	WG-12	WG-13	TOTAL
ELECTRONICS MECHANIC HELPER	2601					4									4
ELECTRONIC MEASUR EQUIP MECH	2602											3	6		9
ELECTRONICS MECH	2604			9					5			17	8	1	40
ELEC INTEGRATED SYS MECH	2610											4	6	3	13
ELECTRICAL EQUIP REPAIRER HLPR	2801					4									4
ELECTRICAL EQUIP REPAIRER	2854		3					18			26				47
UPHOLSTERER	3106									2					2
OPTICAL INSTRUMENT RPR	3306											4			4
INSTRUMENT MECHANIC	3359										2				2
MACHINIST	3414								2		22	8			32
TOOLMAKER	3416													1	1
LABORER	3502				19										19
STUDENT TRAINEE (WELDER)	3701					3									3
WELDER HELPER	3703					1					11	3			15
ELECTROPLATER	3711									4					4
METALS INSPECTOR	3801											4			4
SHEET METAL MECHANIC	3806										11	4			15
MOBILE EQUIP MECH	3809		2								12				14
PAINTER HELPER	4101					2									2
PAINTER	4102	1						33		28	1				63
PROD SHOP PLANNER (GEN)	4701		3												3
RIGGER	5210										5				5
STUDENT TRAINEE (SANDBLASTER)	5401					1									1
SANDBLASTER	5423							35							35
MOBILE EQUIP DISPATCHER	5701								1						1
MOTOR VEHICLE OPERATOR	5703				1										1
FORK LIFT OPERATOR	5704						25								25
ENGINEERING EQUIPMENT OPERATOR	5716								3						3
CRANE OPERATOR	5725									2					2
HVY MOB EQ MECH	5801					9	3								12
HEAVY MOBILE EQUIP MECH	5803		27	4					29		205	14			279
SMALL ARMS REPAIRER	6610								12						12
TOOLS & PARTS ATTENDANT	6904						19								19
MATERIALS HANDLER	6907					1	3								4
MATERIALS EXPEDITER	6910							39							39
EQUIPMENT CLEANER	7009						5								5
Total		1	35	13	20	25	55	125	52	36	295	61	20	5	743

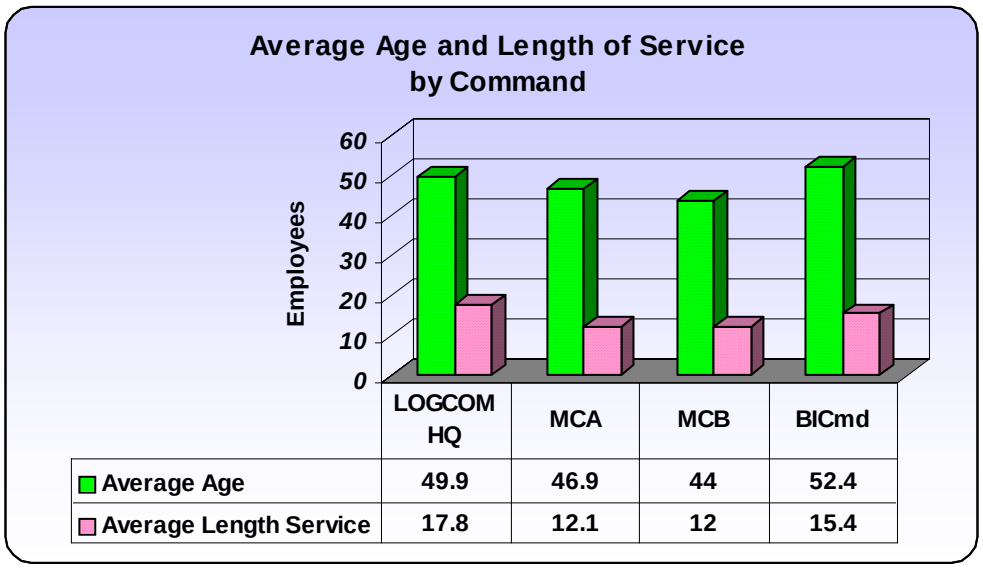
Source of Data: HRSC, SE EEO Alpha Listing March 2006

Table 7: Maintenance Center Albany Federal Wage Supervisor/Manager by Occupation and Series

OCCUPATION	SERIES	WL-06	WL-07	WL-08	WL-09	WL-10	WL-11	WL-12	WS-09	WS-10	WS-11	WS-12	TOTAL
ELECTRONICS MECH	2604						3					2	5
ELEC INTEGRATED SYS MECH	2610							2					2
ELECTRICAL EQUIP REPAIRER	2854					4					1	2	7
OPTICAL INSTRUMENT RPR	3306										1		1
MACHINIST	3414						2				1		3
WELDER	3703					1	1			1			3
ELECTROPLATER	3711				1				1				2
SHEET METAL MECHANIC	3806					2							2
MOBILE EQUIP MECH	3809					2				3			5
PAINTER	4102				9				3	2			14
RIGGER	5210					1				1			2
SANDBLASTER	5423		5										5
HEAVY MOBILE EQUIP MECH	5803					41				16		1	58
SMALL ARMS REPAIRER	6610			2									2
TOOLS & PARTS ATTENDANT	6904	2											2
Total		2	5	2	10	51	6	2	4	23	3	5	113

Source of Data: HRSC, SE EEO Alpha Listing March 2006

Chart F. Average Age and Average Length of Service

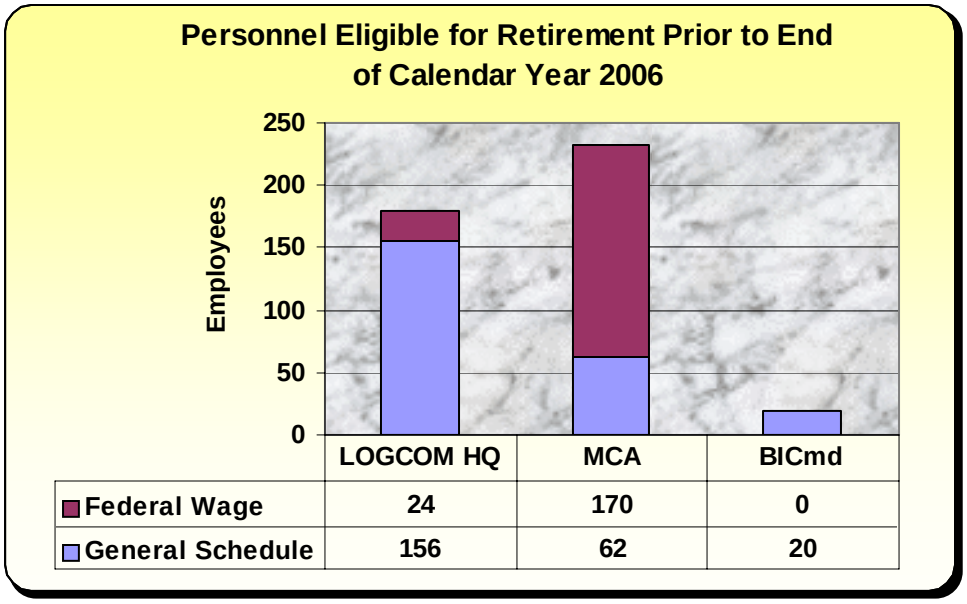


Source of Data: HRSC, SE EEO Alpha Listing March 2006
HRSC, SW MCB and FSDB Workforce Profile Report 23 Feb 06

LOGCOM HQ includes FSDB.

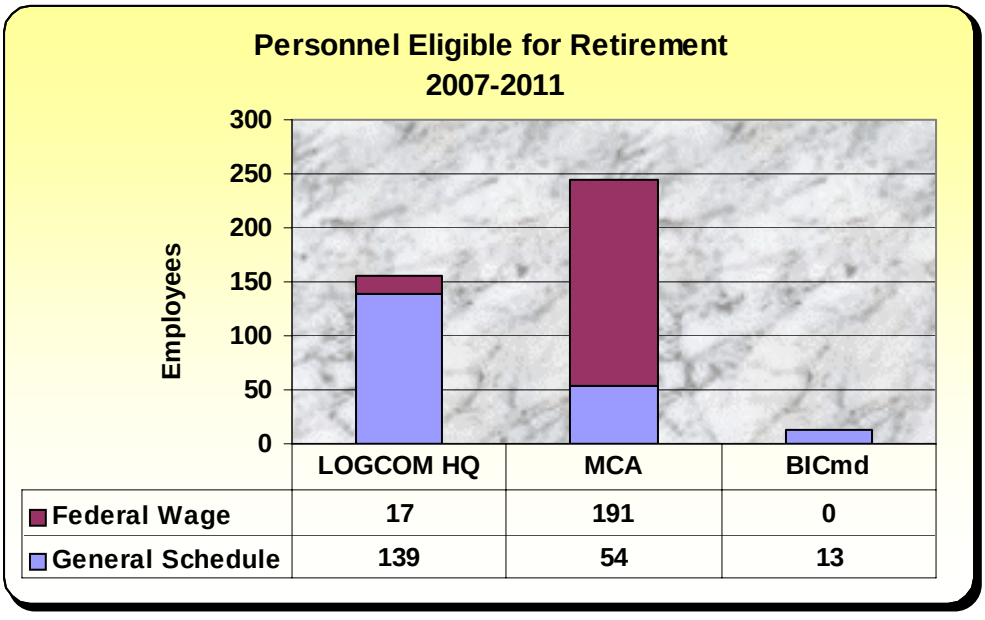
The average age for MARCORLOGCOM is 48.3 and the average length of service is 14.3 years.

Chart G. Civilian Retirement Eligibility Prior to End of Calendar Year 2006



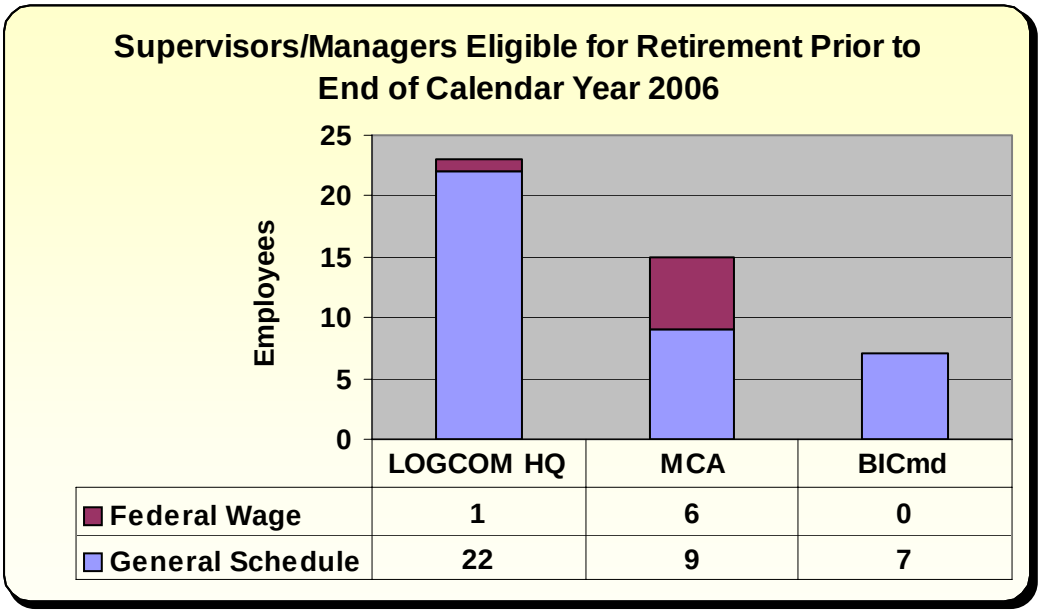
Source of Data: HRSC, SE EEO Alpha Listing March 2006

Chart H. Civilian Retirement Eligibility Calendar Years 2007 - 2011



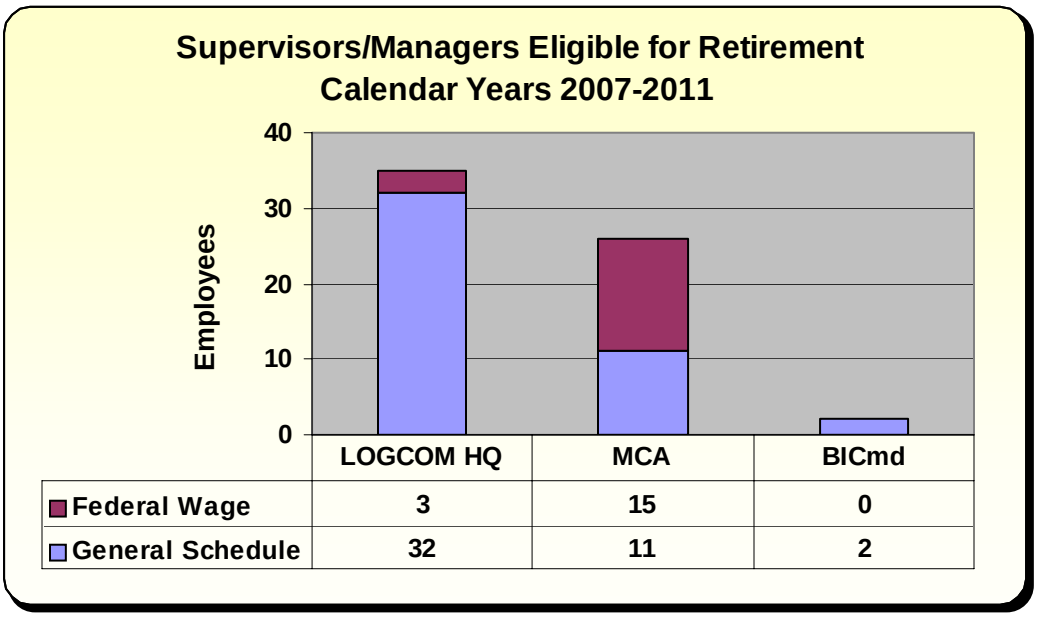
Source of Data: HRSC, SE EEO Alpha Listing March 2006

Chart I. Retirement Eligibility for Supervisors/Managers Prior to End of Calendar Year 2006



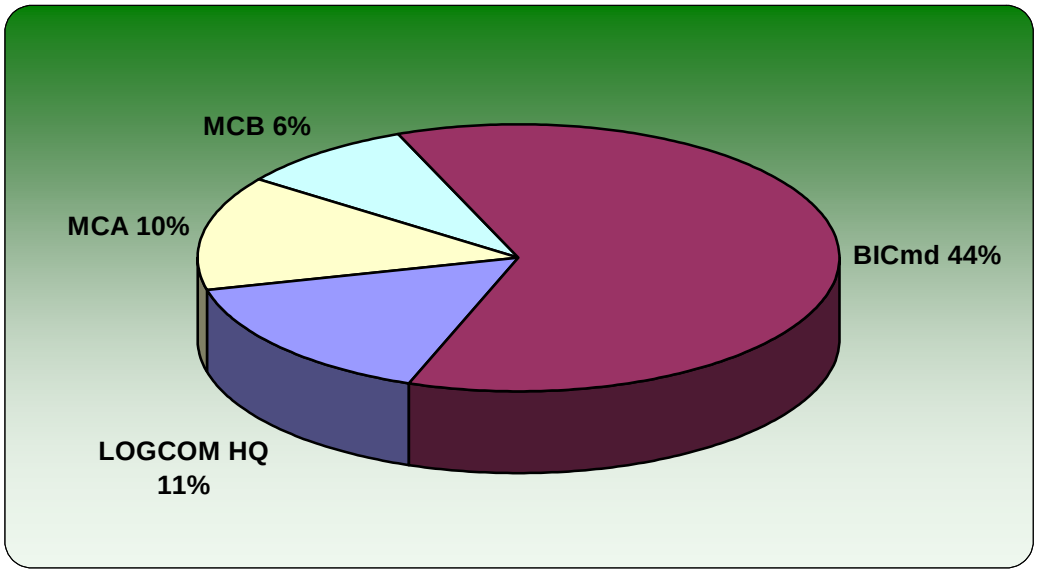
Source of Data: HRSC, SE EEO Alpha Listing March 2006

Chart J. Retirement Eligibility for Supervisors/Managers Calendar Years 2007 - 2011



Source of Data: HRSC, SE EEO Alpha Listing March 2006

Chart K. Retired Military Employed by LOGCOM

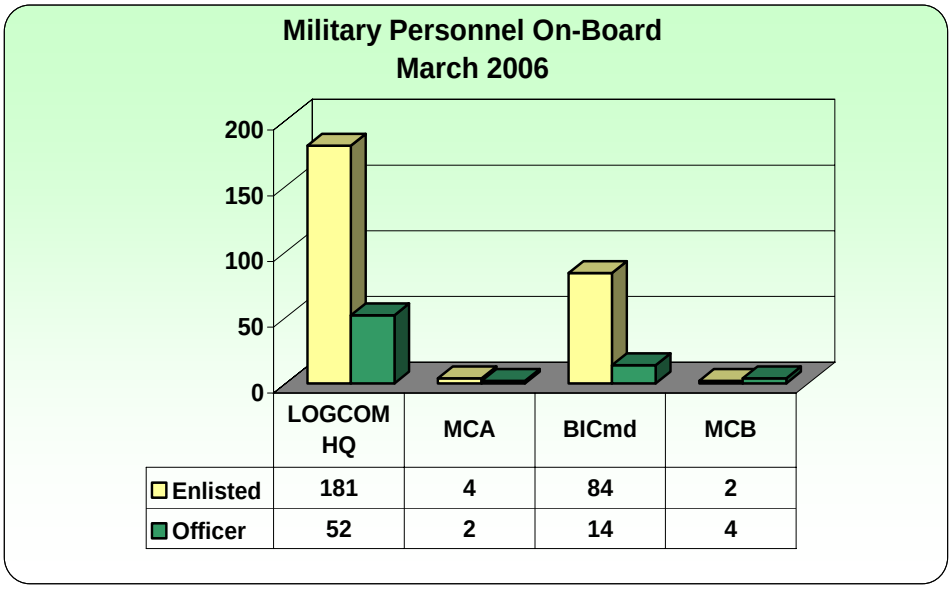


Source of Data: HRSC, SE EEO Alpha Listing March 2006
HRSC, SW MCB and FSDB Workforce Profile Report 23 Feb 06

This chart illustrates the percentage of retired military personnel employed as civil servants as of March 2006. The number of retired military personnel employed by Command is:

- LOGCOM HQ (includes FSDB) – 75
- MCA – 105
- MCB – 69
- BICmd – 23

Chart L. Number of Military Personnel



Source of Data: Local Working T/O, Command Staffing Report and Enlisted Staffing Modular

LOGCOM HQ includes FSDB.

Table 8: LOGCOM Officers Occupational Specialties by Pay Grades

		Pay Grades												
OCCUPATION	MOS	O2E	O3	O3E	O4	O5	O6	O7	W1	W2	W3	W4	W5	TOTAL
Personnel Officer	0170										1			1
Adjutant	0180	1			1									2
Air Intelligence Officer	0202		1											1
Infantry Officer	0302		1											1
Logistics Officer	0402		4		4	3								11
Embarkation Officer	0430				1					1		1		3
Communications Officer	0602			1		1								2
Network Ops and Sys Officer	0650				1									1
Tank Officer	1802			1										1
Ordnance Officer	2102			1	1									2
Ordnance Vehicle Maint Officer	2110										1	1		2
Data Comm Maint Officer	2805									1				1
Ground Supply Officer	3002		3		4	4								11
Ground Supply Ops Officer	3010											1	1	2
Traffic Management Officer	3102			1					1					2
Motor Transportation Maintenance Officer	3510										1			1
Band Officer	5502										1			1
Aircraft Maint Officer	6002				1									1
Financial Management Officer	9644			1	1									2
Management Data Sys Officer	9648				1									1
Operations Analyst	9650		2		1									3
Contracting Officer	9656				1									1
Material Management Officer	9662		4		4									8
General Officer	9903							1						1
Colonel, Ground	9904						8							8
Total		1	15	5	21	8	8	1	1	2	4	3	1	70

Source of Data: Local Working T/O, Command Staffing Report and Enlisted Staffing Modular

Table 9: LOGCOM Enlisted Occupational Specialties by Pay Grades

		Pay Grades									
OCCUPATION	MOS	E1	E2	E3	E4	E5	E6	E7	E8	E9	TOTAL
Personnel Clerk	0121			1	1	1					3
Administrative Clerk	0151				2	3					5
Administrative Chief	0193							1	1		2
Maintenance Management Specialist	0411					1	3	4			8
Logistics Embarkation & CSS	0431				1	4	1				6
Combat Service Support Chief	0491								1	2	3
Data Network Specialist	0651		1	2							3
Tactical Network Specialist	0656				1	6					7
Data Chief	0659							3			3
Communications Chief	0699									1	1
Electronical Equipment Repair Specialist	1142				1						1
Utilities Chief	1169							1			1
Metal Worker	1316		2								2
Engineer Equipment Mechanic	1341			1			1				2
Engineer Assistant	1361					1					1
Small Arms Repairer/Technician	2111					1	3	1			5
Towed Artillery Systems Technician	2131		1		1	3					5
Assault Amphibious Vehicle Repairer/Tech	2141					2	3	1			6
Main Battle Tank Repairer	2146					1	3				4
Light Armored Vehicle Technician	2147					2	2	1			5
Ordnance Vehicle Maintenance Chief	2149								2		2
Electro-Optical Ordnance Repairer	2171					2	2	1			5
Ammunition Technician	2311				1	2		1			4
Ground Communications Organizational Repairer	2844			1		1					2
Ground Radio Intermediate Repairer	2846					1					1
Telephone Systems	2847					2					2
Electronics Maintenance Technician	2862					1	2	4			7
Test Measurement Diagnostic Equipment Tech	2871					1					1
Electronics Maintenance Chief	2891								2		2
Supply Administration and Operations Clerk	3043	2			5	32	4	4	7	2	56
Contract Specialist	3044					3	4		1		8
Warehouse Clerk	3051						2			1	3
Traffic Management Specialist	3112				1	1	2				4
Marine Aide	3372							1			1
Fiscal/Budget Tech	3451	1			1	2					4
Automotive Organizational Mechanic	3521				3	10					13
Motor Transportation Maintenance Chief	3529						6	3	2	1	12
Motor Vehicle Operator	3531					3					3

		Pay Grades									
MILITARY OCCUPATIONAL SPECIALITIES (MOS) DESCRIPTION	**MOS**	**E1**	**E2**	**E3**	**E4**	**E5**	**E6**	**E7**	**E8**	**E9**	**TOTAL**
Combat Correspondent	**4641**						**1**	**1**			**2**
Band Master	**5517**									**1**	**1**
Enlisted Conductor	**5519**						**2**				**2**
Drum Major	**5521**						**2**				**2**
Instrument Repair Tech	**5523**							**1**			**1**
Musician	**5524**			**2**	**21**	**11**	**6**				**40**
NBC Specialist	**5711**							**1**			**1**
Military Police (5811)	**5811**							**1**			**1**
Aircraft Maintenance Chief	**6019**									**1**	**1**
Individual Material Readiness List	**6042**					**1**	**1**		**1**		**3**
Aircraft Maintenance Admin Specialist	**6046**					**1**	**1**				**2**
Aircraft Maintenance SE/Hydraulic	**6072**					**1**	**1**	**1**			**3**
Helicopter Crew Chief, CH-53	**6173**						**1**				**1**
Helicopter Crew Chief, UH-1	**6174**						**1**				**1**
Aviation PME/Calibration & Repair Tech	**6492**					**1**					**1**
Aviation Ordnance Systems Tech	**6541**					**1**	**1**				**2**
Expeditionary Airfield Systems Tech	**7011**							**1**			**1**
Aviation Operations Specialist	**7041**							**1**			**1**
Career Retention Specialist	**8421**								**1**		**1**
SgtMaj/1stSgt	**9999**							**1**	**1**	**1**	**3**
Total		**3**	**4**	**7**	**39**	**102**	**55**	**34**	**19**	**10**	**273**

Source of Data: Local Working T/O, Command Staffing Report and Enlisted Staffing Modular